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Joseph F. Hicks Jr. is a senior vice president in CBIZ Retirement and Investment Solutions in their Philadelphia office, where he consults and provides actuarial services to clients, with a focus on multiemployer pension plans. He is the CBIZ multiemployer practice leader, overseeing all aspects of the practice and its staff. Hicks specializes in the Pension Protection Act of 2006, Multiemployer Pension Protection Act of 2014 and the American Rescue Plan Act compliance and implementation. He also has expertise in withdrawal liability calculations and review as well as funding strategies and projections for multiemployer funds. His most recent assignments include asset/liability projections retirement plan re-design studies and Special Financial Assistance calculation and review. Prior to joining CBIZ, Hicks worked for Savitz, which was acquired by CBIZ in 2016. Previously, he was an assistant vice president for a national actuarial consulting firm, where his primary responsibilities included providing valuation and other actuarial consulting services as account manager, actuary and consultant to a variety of clients. He was also training director and a member of the National Valuation Report Task Force, where he contributed to the development of the proprietary pension valuation system. Hicks has co-authored articles for the *Journal of Pension Benefits* and *Benefits Magazine*. He frequently presents at the Enrolled Actuaries meeting, the Society of Actuaries meeting, the Conference of Consulting Actuaries meeting and the International Foundation Annual Employee Benefits Conference. He is a former member of the International Foundation Professionals Committee and currently serves on the Government Liaison Committee and as chairperson of the American Academy of Actuaries Multiemployer Plans Subcommittee.